Advertised Enrollments

Pupil Enrollment Categories	10-15-2018 Actual	10-15-2019 Actual	10-15-2020 Estimate
On Roll Regular Full-Time	2,255.0	2,231.0	2,237.0
On Roll Regular Shared-Time	18.0	32.0	32.0
On Roll Regular Accred. Adult H.S.	35.5	39.0	39.0
On Roll Special Ed Full-Time	468.0	461.0	461.0
On Roll Special Ed Shared-Time	15.0	13.0	13.0
On Roll Subtotal	2,791.5	2,776.0	2,782.0
In Private School Placements	37.0	38.0	38.0
Sent to Other Districts Regular	1.0	0.0	0.0
Sent to Other Districts Special Ed	11.0	6.0	7.0
Received	17.0	9.0	9.0

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Local Tax Levy	10-1210	58,778,040	60,284,540	61,490,231
	Total Tuition	10-1300	298,046	270,510	264,730
General Fund Revenues from Local Sources	Unrestricted Miscellaneous Revenues	10-1XXX	353,085	239,357	245,157
	Interest Earned on Maintenance Reserve	10-1XXX	10	10	10
	Interest Earned on Capital Reserve Funds	10-1XXX	200	210	190
	Total Revenues from Local Sources		59,429,381	60,794,627	62,000,318
	School Choice Aid	10-3116	1,951,360	1,804,262	1,841,152
	Categorical Transportation Aid	10-3121	554,744	554,744	554,744
	Extraordinary Aid	10-3131	609,326	363,027	363,027
General Fund Revenues from State Sources	Categorical Special Education Aid	10-3132	1,811,283	2,003,767	2,289,575
General Fund Revenues norm state sources	Equalization Aid	10-3176	3,725,355	3,725,355	3,725,355
	Categorical Security Aid	10-3177	58,232	58,232	58,232
	Other State Aids	10-3XXX	23,089	0	0
	Total Revenues from State Sources		8,733,389	8,509,387	8,832,085
General Fund Revenues from Federal Sources	Medicaid Reimbursement	10-4200	3,379	25,649	24,950
General Fund Revenues norn Federal Sources	Total Revenues from Federal Sources		3,379	25,649	24,950
	Budgeted Fund Balance-Operating Budget	10-303	0	523,000	523,000
	Withdrawal from Capital Reserve for Excess Cost and Other Capital Projects	10-309	0	1,761,461	4,255,206
General Fund Revenues from Other Sources	Withdrawal from Maintenance Reserve	10-310	0	165,000	160,000
	Transfers from Other Funds	10-5200	789,522	0	0
	Actual Revenues (Over)/Under Expenditures		-890,350	0	0
General Fund Revenues	Total Operating Budget		68,065,321	71,779,124	75,795,559
Special Revenue Fund Revenues from Local Sources	Other Revenue from Local Sources	20-1XXX	6,665	0	0
opecial Revenuer and Revenues non-Local Sources	Total Revenues from Local Sources	20-1XXX	6,665	0	0
Special Revenue Fund Revenues from State Sources	Other Restricted Entitlements	20-32XX	358,152	370,597	370,597
opecial revenue i una revenues nom otale obuices	Total Revenues from State Sources		358,152	370,597	370,597

Advertised Revenues

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Title I	20-4411-4416	143,679	155,625	124,500
	Title II	20-4451-4455	47,339	43,526	34,820
Special Devenue Fund Devenues from Federal Sources	Title III	20-4491-4494	2,334	6,073	4,858
Special Revenue Fund Revenues from Federal Sources	Title IV	20-4471-4474	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-4420-4429	666,043	643,664	514,931
	Total Revenues from Federal Sources		869,395	858,888	687,109
Special Revenue Fund Revenues	Total Grants and Entitlements		1,234,212	1,229,485	1,057,706
Debt Service Fund Transfer and Other Financing	Other Financing Sources	40-5XXX	48,873	0	0
Debt Service Fund Revenues from Local Sources	Local Tax Levy	40-1210	2,577,170	2,581,086	2,584,150
Dept Service Fund Revenues from Local Sources	Total Revenues from Local Sources		2,577,170	2,581,086	2,584,150
	Budgeted Fund Balance	40-303	0	35,614	35,000
Debt Service Fund Revenues from Other Sources	Total Local Repayment of Debt		2,626,043	2,616,700	2,619,150
	Actual Revenues (Over)/Under Expenditures		-9,093	0	0
Debt Service Fund Revenues	Total Repayment of Debt		2,616,950	2,616,700	2,619,150
All Fund Revenues	Total Revenues/Sources		71,916,483	75,625,309	79,472,415
Revenues Net of Transfers	Total Revenues/Sources Net of Transfers		71,916,483	75,625,309	79,472,415

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Regular Programs-Instruction	11-1XX-100-XXX	20,953,869	21,405,461	22,080,951
General Fund Current Expenses for Instruction	Special Education-Instruction	11-2XX-100-XXX	3,189,322	3,576,107	3,545,995
	Bilingual Education-Instruction	11-240-100-XXX	227,914	260,550	345,187
	School-Sponsored Cocurricular or Extracurricular Activities-Instruction	11-401-100-XXX	573,588	609,029	627,524
	School-Sponsored Athletics-Instruction	11-402-100-XXX	2,418,655	2,452,839	2,467,933
	Undistributed Expenditures-Instruction (Tuition)	11-000-100-XXX	4,916,322	5,369,969	5,899,657
	Undistributed Expenditures-Attendance and Social Work	11-000-211-XXX	106,164	115,235	194,82
	Undistributed Expenditures-Health Services	11-000-213-XXX	669,564	910,749	953,787
	Undistributed Expenditures-Speech, OT, PT and Related Services	11-000-216-XXX	627,215	870,726	778,004
	Undistributed Expenditures–Other Support Services, Students–Extraordinary Services	11-000-217-XXX	534,604	702,536	633,850
	Undistributed Expenditures-Guidance	11-000-218-XXX	1,779,966	1,841,271	1,913,700
	Undistributed Expenditures-Child Study Teams	11-000-219-XXX	1,148,674	1,233,312	1,208,247
	Undistributed Expenditures-Improvement of Instruction Services	11-000-221-XXX	1,148,435	1,250,639	1,228,225
Constal Fund Current Expenses for Support Services	Undistributed Expenditures-Education Media Services/Library	11-000-222-XXX	495,719	556,253	590,22
General Fund Current Expenses for Support Services	Undistributed Expenditures-Instructional Staff Training Services	11-000-223-XXX	281,481	366,483	344,45
	Undistributed Expenditures-Support Services-General Administration	11-000-230-XXX	979,601	1,055,176	1,090,34
	Undistributed Expenditures-Support Services-School Administration	11-000-240-XXX	2,123,440	2,375,511	2,302,37
	Undistributed Expenditures-Central Services	11-000-251-XXX	1,149,641	1,412,961	1,199,023
	Undistributed Expenditures-Administrative InformationTechnology	11-000-252-XXX	688,519	730,361	511,71
	Undistributed Expenditures-Operation and Maintenance of Plant Services	11-000-26X-XXX	4,331,662	5,026,742	5,265,590
	Undistributed Expenditures-Student Transportation Services	11-000-270-XXX	4,511,805	5,079,988	5,134,91
	Personal Services-Employee Benefits	11-XXX-XXX-2XX	9,952,200	11,365,191	12,041,23
	Total Undistributed Expenditures		35,445,012	40,263,103	41,290,154
General Fund Current Expenses for Increased Reserves	Interest Earned on Maintenance Reserve	10-606	0	10	1
General Fund Current Expenses	Total General Current Expense		62,808,360	68,567,099	70,357,754

Advertised Appropriations

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
	Equipment	12-XXX-XXX-730	959,971	935,770	670,193
	Facilities Acquisition and Construction Services	12-000-400-XXX	709,591	1,052,277	1,453,159
Capital Outlay	Capital Reserve-Transfer to Capital Projects	12-000-400-931	3,278,580	892,495	2,985,358
	Interest Deposit to Capital Reserve	10-604	0	210	190
	Total Capital Outlay		4,948,142	2,880,752	5,108,900
	Summer School-Instruction	13-422-100-XXX	26,417	26,575	23,328
Special School Expenses for Summer School	Summer School-Support Services	13-422-200-XXX	1,689	1,769	1,363
	Total Summer School	13-422-X00-XXX	28,106	28,344	24,691
	Accredited Evening/Adult High School/Post-Graduate-Instruction	13-601-100-XXX	178,290	184,859	179,904
Special School Expenses for Evening/Adult/Post-Grad	Accredited Evening/Adult High School/Post-Graduate-Support Services	13-601-200-XXX	102,423	118,070	124,310
	Total Accredited Evening/Adult High School/Post-Graduate	13-601-X00-XXX	280,713	302,929	304,214
Special School Expenses	Total Special Schools	13-XXX-XXX-XXX	308,819	331,273	328,905
General Fund Expenses and Transfers	General Fund Grand Total		68,065,321	71,779,124	75,795,559
Special Revenue Fund Expenses for Grants and Entitlements	Local Projects	20-XXX-XXX-XXX	6,665	0	
	Nonpublic Textbooks	20-XXX-XXX-XXX	27,356	27,251	27,251
	Nonpublic Auxiliary Services	20-XXX-XXX-XXX	73,622	89,883	89,883
Special Revenue Fund Expenses for Other State Projects	Nonpublic Handicapped Services	20-XXX-XXX-XXX	123,227	118,852	118,852
Special Revenue Fund Expenses for Other State Projects	Nonpublic Nursing Services	20-XXX-XXX-XXX	49,955	50,149	50,149
	Nonpublic Technology Initiative	20-XXX-XXX-XXX	18,292	18,612	18,612
	Nonpublic Security Aid	20-XXX-XXX-XXX	65,700	65,850	65,850
Special Revenue Fund Expenses for State Projects	Total State Projects	20-XXX-XXX-XXX	358,152	370,597	370,597
	Title I	20-XXX-XXX-XXX	143,679	155,625	124,500
	Title II	20-XXX-XXX-XXX	47,339	43,526	34,820
Special Devenue Fund Expenses for Foderal Draigets	Title III	20-XXX-XXX-XXX	2,334	6,073	4,858
Special Revenue Fund Expenses for Federal Projects	Title IV	20-XXX-XXX-XXX	10,000	10,000	8,000
	I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	666,043	643,664	514,931
	Total Federal Projects	20-XXX-XXX-XXX	869,395	858,888	687,109
Special Revenue Fund Expenses	Total Special Revenue Funds		1,234,212	1,229,485	1,057,706

Budget Category	Description	Account	2018-19 Actual	2019-20 Revised	2020-21 Proposed
Debt Service Fund Expenses	Total Regular Debt Service	40-701-510-XXX	2,616,950	2,616,700	2,619,150
Debt Service Fullu Expenses	Total Debt Service Funds		2,616,950	2,616,700	2,619,150
All Fund Expenses	Total Expenditures/Appropriations		71,916,483	75,625,309	79,472,415
Expenses Net of Transfers	Total Expenditures Net of Transfers		71,916,483	75,625,309	79,472,415

Advertised Recapitulation of Balances

Fund Balance Category	Budget Category	Audited Balance 06/30/2018	Audited Balance 06/30/2019	Estimated Balance 06/30/2020	Estimated Balance 06/30/2021
	Capital Reserve	3,938,081	4,033,193	4,521,942	266,926
	Adult Education Programs	0	0	0	0
	Maintenance Reserve	212,176	270,000	215,010	55,020
Restricted for General Operating Budget	Legal Reserve	0	0	0	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
	Current Expense Emergency Reserve	0	0	0	0
	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0
Uprostricted	General Operating Budget	995,661	1,733,075	1,435,575	912,575
Unrestricted	Repayment of Debt	47,752	56,845	35,000	0

2020-21 User Friendly Budget Summary

Advertised Per Pupil Cost Calculations

Per Pupil Cost Calculations	2017-18 Actual Costs	2018-19 Actual Costs	2019-20 Original Budget	2019-20 Revised Budget	2020-21 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,523	\$19,460	\$20,454	\$20,866	\$21,216
Total Classroom Instruction	\$10,566	\$10,896	\$11,240	\$11,263	\$11,598
Classroom-Salaries and Benefits	\$9,769	\$10,030	\$10,199	\$10,291	\$10,656
Classroom-General Supplies and Textbooks	\$474	\$521	\$556	\$508	\$439
Classroom-Purchased Services	\$323	\$344	\$485	\$464	\$503
Total Support Services	\$2,961	\$3,135	\$3,451	\$3,591	\$3,632
Support Services-Salaries and Benefits	\$2,612	\$2,735	\$2,928	\$2,985	\$3,098
Total Administrative Costs	\$1,982	\$2,233	\$2,290	\$2,514	\$2,356
Administration Salaries and Benefits	\$1,548	\$1,741	\$1,831	\$1,892	\$1,859
Total Operations and Maintenance of Plant	\$1,976	\$2,099	\$2,397	\$2,391	\$2,514
Operations and Maintenance-Salaries and Benefits	\$1,145	\$1,267	\$1,344	\$1,342	\$1,378
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,065	\$1,117	\$1,098	\$1,129	\$1,139
Total Equipment Costs	\$175	\$358	\$338	\$345	\$246
Legal Costs	\$42	\$21	\$27	\$28	\$46
Employee Benefits as a percentage of salaries*	23.86%	25.93%	29.04%	28.52%	29.45%

*Does not include pension and social security paid by the State on-behalf of the district.

**Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: http://www.state.nj.us/education/guide/. This publication is also available in the board office and public libraries. The same calculations were performed using the 2019-20 revised appropriations and the 2020-21 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Custodial and Maintenance Services	The District provides custodial services to Mine Hill and Wharton School Districts	0
Others	Morris Hills Regional District is home to two Academy programs for the Morris County Vocational Technical School	0
Purchasing	The District purchases and stores custodial products and copy paper for Mine Hill and Wharton School Districts. In addition, Morris Hills purchases fuel oil and has an interlocal agreement with Rockaway Borough for the purchase of fuel oil for Brough vehicles.	0
	Morris Hills is a member of many purchasing consortiums.	0
Social Worker/Psychologist	The District has a shared service agreement with Mine Hill, Wharton, and Rockaway Borough to provide CST services at the elementary level.	0

Estimated Tax Rates

Municipality	Category	Amount				
	(A) General Fund School Levy	20,645,905				
	(D) Total School Levy	21,522,674				
	(B) Estimated Net Taxable Valuation (as of 01/01/20)	3,082,129,900				
	(H) Estimated Equalized Valuation (as of 01/01/20)	3,305,587,600				
Denville Twp	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.6699				
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.6983				
) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)					
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.6511				
	(A) General Fund School Levy	6,271,834				
	(D) Total School Levy	6,542,544				
	(B) Estimated Net Taxable Valuation (as of 01/01/20)	788,525,700				
Rockaway Boro	(H) Estimated Equalized Valuation (as of 01/01/20)	820,687,000				
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.7954				
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.8297				
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7642				
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7972				
	(A) General Fund School Levy	28,654,588				
	(D) Total School Levy	29,893,228				
	(B) Estimated Net Taxable Valuation (as of 01/01/20)	4,202,110,400				
	(H) Estimated Equalized Valuation (as of 01/01/20)	4,202,110,400				
Rockaway Twp	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.6819				
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.7114				
	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.6819				
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7114				
	(A) General Fund School Levy	5,315,058				
	(D) Total School Levy	5,546,181				
Wharton Boro	(B) Estimated Net Taxable Valuation (as of 01/01/20)	728,009,300				
	(H) Estimated Equalized Valuation (as of 01/01/20)	743,245,840				
	(C) Estimated 2020-21 General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(B)	0.7301				

Estimated Tax Rates

Municipality	Category			
	(F) Estimated 2020-21 Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(B)	0.7618		
Wharton Boro	(I) Estimated 2020-21 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments=100x(A)/(H)	0.7151		
	(L) Estimated 2020-21 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments=100x(D)/(H)	0.7462		

Name	Category	Measure
	Job Title	Administrative Assistant
	Job Title II	None Reported
	Base Annual Salary Amount	\$76,853
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	14
	Contracted Number of Annual Sick Days	12
Casey Davison	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$53
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$13,616
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Casey Davison	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$78,834
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Frank Innalita	Member of Collective Bargaining Unit (CBU)?	Ν
Frank Ippolito	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	20
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,580
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Frank Innalita	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Frank Ippolito	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
Gerardo Retana	Job Title II	Transportation
	Base Annual Salary Amount	\$101,228
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	23
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Gerardo Retana	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$32,910
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Gerardo Retana	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$219,271
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	08/01/19
	End Date of Contract	06/30/24
	Contracted Number of Annual Work Days	260
James Jencarelli	Contracted Number of Annual Vacation Days	27
	Contracted Number of Annual Sick Days	15
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$16,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$5,000
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$8,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$60,541
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
James Jencarelli	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Business Administrator
	Job Title II	None Reported
	Base Annual Salary Amount	\$180,766
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
loopp Auricabia	Shared District	None Reported
Joann Auricchio	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12

Name	Category	Measure
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$16,839
	Total Bonuses Amount	\$10,539
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$49,763
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
loopp Auricabia	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Joann Auricchio	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported

Name	Category	Measure
	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$85,420
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	16
	Contracted Number of Annual Sick Days	12
Ken Castellano	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$46
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,899
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Ken Castellano	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Assistant Superintendent
	Job Title II	None Reported
	Base Annual Salary Amount	\$173,128
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Nisha Zoeller	Member of Collective Bargaining Unit (CBU)?	Ν
NISHA ZUEILEI	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$8,300
	Total Bonuses Amount	\$14,422
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$48,294
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Nisha Zoeller	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
NISHA ZUEILEI	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	None Reported
Paul Maka	Base Annual Salary Amount	\$76,752
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	22
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$0
	Total Bonuses Amount	\$1,500
	Total Stipends Amount	\$0
Paul Maka	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$15,332
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
Paul Maka	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Human Resources
	Base Annual Salary Amount	\$161,950
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	N
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
Peter Lazzaro	Contracted Number of Annual Vacation Days	24
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,526
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$44,898
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Peter Lazzaro	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Information Technology
	Job Title II	None Reported
	Base Annual Salary Amount	\$80,262
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
Preston Semer	Shared District	None Reported
Presion Semer	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	16
	Contracted Number of Annual Sick Days	12

Name	Category	Measure
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$14,483
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
Dreaten Comer	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Preston Semer	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported

Name	Category	Measure
	Job Title	Accountant
	Job Title II	None Reported
	Base Annual Salary Amount	\$75,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	Ν
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	240
	Contracted Number of Annual Vacation Days	0
	Contracted Number of Annual Sick Days	12
Sharon Ruiz	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$500
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,000
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$9,442
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported

Name	Category	Measure
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Sharon Ruiz	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
	Job Title II	Special Services
	Base Annual Salary Amount	\$161,000
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported
	Job Title Other District	None Reported
Sonya Poyor	Member of Collective Bargaining Unit (CBU)?	N
Sonya Boyer	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	24
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported

Name	Category	Measure
	Total Allowances Amount	\$1,000
	Total Bonuses Amount	\$4,025
	Total Stipends Amount	\$0
	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,526
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$44,723
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Sonya Boyer	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported
	Job Title	Coordinator/Director/Manager/Supervisor
Steven Ternosky	Job Title II	Facilities
	Base Annual Salary Amount	\$124,719
	Full-Time Equivalent (FTE)	1.0
	Shared with Another District?	N
	Shared County	None Reported
	Shared District	None Reported

Name	Category	Measure
	Job Title Other District	None Reported
	Member of Collective Bargaining Unit (CBU)?	Ν
	Beginning Date of Contract	07/01/19
	End Date of Contract	06/30/20
	Contracted Number of Annual Work Days	260
	Contracted Number of Annual Vacation Days	25
	Contracted Number of Annual Sick Days	12
	Contracted Number of Annual Personal Days	3
	Contracted Number of Annual Consulting Days	0
	Number of Other Contracted Non-Working Days	0
	Description of Other Contracted Non-Working Days	None Reported
	Total Allowances Amount	\$1,000
	Total Bonuses Amount	\$0
	Total Stipends Amount	\$0
Steven Ternosky	District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
	District Contributions Above Teacher Contract for Retirement Plans	\$0
	Total Contractual Post-Employment Benefit Amount	\$38,984
	Contractual Post-Employment Benefit Description of Payout of Sick days	maximum
	Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum
	Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
	Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
	Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
	Total Other/In-Kind Remuneration Amount	\$0
	Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported

Name	Category	Measure
Steven Ternosky	Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
	Additional Comment 1	None Reported
	Additional Comment 2	None Reported
	Additional Comment 3	None Reported